

ALDER COPPICE PRIMARY SCHOOL



Achievement through Commitment

Anti-Bullying Policy

Policy for the Attention of			
<i>Audience</i>	<i>Key Audience</i>	<i>Optional Audience</i>	<i>Additional/Notes</i>
Senior Leadership Team	✓		
Teachers	✓		
Teaching Assistants	✓		
Administrative Staff	✓		
Curriculum Support	✓		
Lunchtime Supervisors	✓		
Site Manager	✓		
Cleaners	✓		
Governors	✓		
Parents	✓		
Website	✓		
Local Authority		✓	

Definition of Bullying

Bullying as a **repeated** action is the wilful, conscious desire to hurt, or threaten or frighten someone else.

Bullying usually has three common elements:

- it is deliberately hurtful behaviour;
- it is repeated often over a period of time;
- it is difficult for those being bullied to defend themselves.

Bullying actions can be

- physical - unwanted physical contact, pushing, kicking, hitting, pinching, any form of violence, threats. It may also include damage to property.
- verbal - calling names, spreading rumours, persistent teasing.
- emotional - tormenting, threatening ridicule, humiliation, leaving out of groups or activities.

Statement of Intent

It is our intention to work hard to prevent bullying and create an environment that does not tolerate the oppression of one person by another.

As a caring community, we call on all partners, teaching staff, non-teaching staff, pupils, parents and governors to support us in our campaign against bullying.

Expectations of Pupils

As part of our Respect & Responsibility Code children should:

- ❖ Be Kind
- ❖ Stay Safe

and have respect for themselves, others and property.

We keep it simple – if it isn't kind don't say it, if it isn't kind don't do it.

Action against Bullying

1. All incidents of bullying should be reported to an adult immediately.
2. All allegations will be taken seriously and will be fully investigated.
3. Allegations will be dealt with by talking to the child to establish the facts and any children who are witnesses will be asked to give information.
4. The parents of the child who has been bullying will be informed. The parents of the child who has been the victim of bullying will also be informed of the situation and the action taken. We will monitor progress over the following weeks to ensure that there is no recurrence.

5. As part of our Personal, Social and Health Education programme we will include work on anti-bullying in each year group. This may include work on self-esteem, role-play, Circle Time, problem solving sessions and bullying themes in children's literature.
6. Assemblies will take place highlighting positive behaviour and reinforcing the School's expectations of behaviour.
7. The School's Respect & Responsibility Code will be displayed in every classroom and around the main areas of the building.
8. Our Keeping Safe Guardians and Behaviour and Attitude Ambassadors help give key messages to children and support the School's work to keep children safe.
9. Helping Hands Activity - All children write down the names of adults in school they would go to if they were worried about anything.
10. Our Pastoral Support Mentor is available to support children and families where children may have friendship or other issues affecting their well-being.
11. The School has a designated Well-being Lead who can also provide support and advice.

Our Advice to Children

The following points are made clear to children:

- Bullying is nasty, hurtful and wrong. It makes pupils unhappy and will not be tolerated.
- Remember that if you are bullied or you know someone else is being bullied, your silence is the bully's greatest weapon. If you keep quiet, you or the other person being bullied will feel even more frightened and unhappy.
- Go straight to a member of staff or parent and tell them what is happening to you or others – this is a serious matter and not telling tales.
- Staff will take you seriously and will deal with the bully in a way which will end the bullying and will not make things worse for you.
- Try to avoid fighting back as it may make matters worse – speak to a member of staff, parent or guardian first.
- Try to avoid showing the bully your fear or that you are upset- a bully thrives on fear.
- Never be, or pretend to be, a friend of the bully.

Our Advice to Parents

- Be aware of abnormal or unusual behaviour in your child, e.g. a wish not to come to school, frequent illness, or a decline in the standards of their work.
- Take an active role in your child's education. Ask how their day has gone, who are their friends, what they did at lunchtime.
- Inform the School immediately if you suspect your child is a victim of bullying so that prompt action can be taken.
- Discourage your child from retaliating because it may make matters worse.
- Re-assure your child that the School will deal with the problem and stop the bullying.
- Reinforce how important it is that your child should tell a member of staff immediately if he or she is being bullied or knows of another child being bullied.
- Speak to the School at an early stage so that we may investigate the problem: this is usually more fruitful than talking to other parents about a problem which may not exist or may be far more complicated than at first apparent.